

The Psychological Contract - set of expectations held by an individual with respect to what he or she will contribute to the organization and what the organization will provide in return.



Organizations And The Psychological Contract

Jianguanglung Dangmei



Organizations And The Psychological Contract:

Organisations and the Psychological Contract Peter Makin, Cary L. Cooper, Charles Cox, 1996-04-11 This is an excellent text for practising managers and students on management and occupational psychology courses It deals with all aspects of organisational life from recruitment and selection to motivation leadership and organizational change The book provides a comprehensive coverage of all aspects of behaviour at work *Organizations and the Psychological Contract* Peter J.

Makin, Cary L. Cooper, Charles Cox, 1996-07-17 Contracts in employment are of two kinds the formal written contract and the equally important informal and unwritten psychological contract how people think they should be treated Both involve rights obligations and expectations on the part of the employer and the employee and a breach in one can have important effects on the other For example how people feel they are being treated by the organization can affect their perception of their levels of pay *Organizations and the Psychological Contract* has two main aims in exploring these issues to act as a handbook for practicing managers and as a basic text in management courses *Organizations and the Psychological Contract* has two main aims in exploring these issues in the organizational context to act as a handbook for practicing managers and as a basic text in management courses Relevant theories are explained and developed using practical examples self assessment exercises and case studies This is a revised and much expanded version of *Managing People at Work* with the addition of chapters on Selection and Career Development Understanding and Coping with Change Empowerment and Self Management and the Behavioural Approach to Motivation As well as undertaking research into many aspects of organizational life the authors have many years experience as consultants acting for industrial and commercial organizations in all sectors of the economy

Psychological Contracts in Employment Denise M. Rousseau, René Schalk, 2000-05-17 Contains 15 essays which discuss from diverse national perspectives obligations workers owe their employers and those owed by employers to their employees

Psychological Contracts in Organizations Denise Rousseau, 1995-05-18 Recipient of the George Terry Book Award sponsored by the Academy of Management The incredible number of specific illustrations embedded in this text is a great asset The book will be a good read for a potentially wide academic audience of professors and students especially in psychology and business schools anybody interested in contracts in the nonlegal sense and for thinking managers and practitioners *Psychological Contracts in Organizations* will become a standard reference in the organizational sciences by 1997 Richard Guzzo University of Maryland College Park This unique book examines the organizational social and psychological meaning of contracts written and unwritten in organizations The author addresses a multitude of important topics including contract making interpretation of contracts contracts that are emerging due to the turmoil and economic forces in the 1990s contract violations and strategies for changing contracts In addition this volume includes a thought provoking discussion of how contracts are linked to an organization's strategy and its human resource practices This outstanding volume concludes with an assessment of societal trends that point to large scale changes in future employment

contracts Psychological Contracts in Organizations will capture the interest of advanced undergraduate and graduate students scholars managers and researchers in the areas of organizational behavior management organizational psychology human relations industrial relations law and socioeconomics *The Psychological Contract: Managing And Developing Professional Groups* George, Christeen, 2009-10-01 The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research including the psychological contract social identity theory theories of career development and retention The author uses real life examples and short case studies to situate psychological theory within organizations **Understanding Psychological Contracts at Work** Neil Conway, Rob B. Briner, 2005-11-17 How can we understand the relationship between employer and employee What determines the give and take of such relationships and what happens when they go wrong This text is a comprehensive overview of what is now the major way of trying to understand the employment relationship the concept of the psychological contract **Handbook of Research on the Psychological Contract at Work** Yannick Griep, Cary Cooper, 2019 The psychological contract is considered a critical construct in organizational behavior literature because it informs employee emotions attitudes and behaviors in the workplace Although the psychological contract has been explored extensively over the last 50 years numerous theoretical conceptual empirical methodological and analytical changes have pushed the field forward As such it is time to take stock and move forward The contributors to this Handbook explore in detail this important component of modern management thinking **Employment Contracts, Psychological Contracts, and Employee Well-Being** David E. Guest, Kerstin Isaksson, Hans De Witte, 2010-07-22 Temporary employment has become a focus of policy debate theory and research The book addresses as its core concern the relationship between temporary employment contracts and employee well being It does so within the analytic framework of the psychological contract and advances theory and knowledge about the psychological contract by exploring it from a variety of perspectives It also sets the psychological contract within the context of a range of other potential influences on work related well being including workload job insecurity employability and organizational support A key aim of the book is to identify the relative importance of these various potential influences on well being The book covers seven countries Belgium Germany The Netherlands Spain Sweden and the UK as well as Israel as a comparator outside Europe Data were collected from over 5 000 workers in over 200 organizations and from both permanent and temporary workers as well as from employers The book s conclusions are interesting and controversial The central finding is that contrary to expectations temporary workers report higher well being than permanent workers As expected a range of factors help to explain variations in work related well being and the research highlights the important role of the psychological contract However even after taking into account alternative explanations the significant influence of type of employment contract remains with temporary workers reporting higher well being In addition to this core finding by exploring several aspects of the psychological contract and taking into account both employer and employee perspectives the

book sheds new light on the nature and role of the psychological contract. It also raises some challenging policy questions and while acknowledging the potentially precarious nature of temporary jobs highlights the need to consider the increasingly demanding nature of permanent jobs and their effects on the well being of employees. *Psychological contract and the financial crisis* Fotini Mastroianni, 2017-02-16 Essay from the year 2012 in the subject Economics Job market economics language English abstract A key example of drastic change in today's global working environment with important consequences for employees since the diversification of all aspects of work is the transformation of the psychological contract among employees and their organizations. As such psychological contract is defined by Rousseau 1995 as the belief that a person has for the terms and conditions of a mutual agreement transaction between him/her and another participant in this case between the employee and the organization. More specifically the term psychological contract refers to mutual obligations, values, expectations and desires of employees from their employers beyond any formal employment contract. In other words it is a transaction relationship where employees and employers have certain expectations about their mutual obligations which are of course different for each employee and significantly affect what each side believes is its obligation. The psychological contract has been characterized in various ways for example as unstable, subjective, unconscious, indirect, alive, something that employees know it exists only when it is changed. Appelbaum et al. *Psychological Contract* Jianguanglung Dangmei, 2016 Globalization and rapid technological development have led many organizations to change the management style following mergers and acquisition, reshuffling and downsizing of the organizations. It has been suggested that these organizational changes alter the nature of the psychological contract often leading to violation of psychological contract which are associated with negative impacts on organizations and restricting organizational growth. There is a crucial need for a proper understanding of the psychological contract and intense exploration in the organizations following the rapid changes in the business environment as the contents of the psychological contracts also change over time from organization to organization. This paper attempts to cast light on the need for constant renegotiation of the psychological contract in the 21st century so that organizations should review the content of the psychological contract in organizations so as to harness its benefits in the contemporary business. *Redefining the Psychological Contract in the Digital Era* Melinde Coetzee, Alda Deas, 2021-02-18 This book introduces the psychological contract as a multi-level contextual construct and closes some of the knowledge gaps on the nature of the digital era psychological contract. The digital era psychological contract gives rise to a new type of employer-employee relationship manifesting at the nexus between people and technology in a post-COVID 19 world. The book volume provides promising new approaches for psychological contract research offering a rich compendium of reflections on the shifts in employer-employee expectations and obligations as well as suggestions for future research and practice. Chapter contributions are divided into four main sections: The Digital Era Contextual Issues and the Psychological Contract; Managing the Psychological Contract in the Digital Era; Issues for Organisational Practice; Managing the

Psychological Contract in the Digital Era Issues of Diversity Integration and Conclusion Redefining the Psychological Contract in the Digital Era is an insightful examination of the evolving nature of the psychological contract presenting novel insights into the antecedents consequences and facets of the new multi level contextual digital era psychological contract The primary audience for this book volume is advanced undergraduate and postgraduate students in industrial and organisational psychology and human resource management as well as scholars in both academic and applied work settings Human resource managers and professionals will also have an interest in this book volume

Supervisor Psychological Contract Management Maida Petersitzke,2009-04-26 Maida Petersitzke provides an overview of the literature on psychological contracts and presents a four tier framework that details how organisations can systematically manage the psychological contracts of their employees

The Psychological Contract: Managing and Developing Professional Groups Christeen George,2009-10-16 What is the psychological contract How do the psychological contracts of professional workers change over time Do professional workers feel more committed to their profession or to their employing organization Can psychological contracts be managed These are some of the key questions addressed by this book in its examination of the role played by the psychological contract in the developing careers of professional workers The book seeks to make sense of the organizational experiences of the professional worker by drawing on several areas of research including the psychological contract social identity theory theories of career development and retention The author uses real life examples and short case studies to situate psychological theory within organizations Beginning with an introduction of the history and concept of the psychological contract the book provides an overview of the major areas of research However it goes beyond a simple description to focus on the careers of professional workers from factors influencing the entrance into a profession to the process of developing professional identities and career progression The developing professional career may involve a progression to managerial responsibilities which can lead to organizational conflict The book offers insights into the influence of the psychological contract when it comes to critical career decisions including a discussion of the consequences of psychological contract violation Finally the role of HR is examined with reference to the management of the psychological contract and the retention of key professional workers within organizations The book is key reading for all psychology students especially those specializing in occupational organizational work and business psychology It will also be of interest to HR students and HR professionals business students and health professionals

The Dark Side of Organizational Behavior Ricky W. Griffin,Anne O'Leary-Kelly,2004-05-03 In one comprehensive collection The Dark Side of Organizational Behavior provides a framework for understanding the most current thinking on the negative consequences of organizational behavior Written by experts in the field the contributors to The Dark Side of Organizational Behavior focus on the causes processes and consequences of behaviors in organizations that have a negative effect on the organization and the people in them

The State of the Psychological Contract in Employment David Guest,1996 *Understanding the*

Employee-organization Relationship Maria Sofia Van Dijk,2004 *Human Resource Management in Sport and Recreation* P. Chelladurai,2006 The second edition of this ground breaking text continues to guide students toward a greater understanding of human resource management in the sport and recreation environment Human Resource Management in Sport and Recreation Second Edition provides future practitioners with a solid foundation in research and application of human resource management for success in the sport industry With more than 30 years of experience in management of human resources Dr Packianathan Chelladurai provides an understanding of the dynamics of human resources and management bringing into focus the three divergent groups of people who constitute human resources in sport and recreation organizations paid professional workers volunteers and the clients themselves Dr Chelladurai goes on to match managerial processes with individual differences among those three groups Human Resource Management in Sport and Recreation Second Edition merges the fields of human resource management and the sport industry in an easy to read manner Its updated references examples and studies reflect the increased growth interest and complexity in human resource management in sport in recent years This new edition places a greater emphasis on managerial competencies the strategic importance of human resource management and the implications of organizational justice There is also a new chapter on internal marketing a concept that has not been addressed adequately in a sport context but deserves attention as sport and recreation organizations better understand the importance of human resource management This new chapter details the potential impact of internal marketing and outlines its uses Student comprehension is aided by several special elements including Viewpoint sidebars providing quotes and findings from experts and researchers Review sidebars highlighting key points and practical sidebars detailing applications of research or problems that practitioners must be aware of The book also includes learning objectives summaries key terms and end of chapter activities Part I outlines the unique and common characteristics of the three groups in human resources Part II focuses on differences among people and how the differences affect behavior in sport and recreation organizations This part covers human resource issues related to abilities personality values and motivation among the three sets Part III explores significant organizational processes in the management of human resources Included are chapters on organizational justice job design staffing and career considerations leadership performance appraisal reward systems and internal marketing Finally part IV discusses two significant outcomes expected of human resource practices satisfaction and commitment Human Resource Management in Sport and Recreation Second Edition will guide students understanding of key concepts in human resources in the sport and recreation industry In doing so it will prepare them for a career in that industry Organizational Psychology and Health Care at the Start of a New Millennium Jan de Jonge,2001 **The SAGE Handbook of Industrial, Work & Organizational Psychology** Deniz S Ones,Neil Anderson,Chockalingam Viswesvaran,Handan Kepir Sinangil,2017-12-04 The second volume in the SAGE Handbook of Industrial Organizational and Work Psychology looks in detail at how teams and individuals function and

perform It covers motivation and organizational socialisation as well as the latest research into diversity and organizational culture in the workplace There are also sections on social networks and how job loss and the experience of unemployment can affect individuals and wider groups within organizations Part One Lenses Part Two Social and Political Order Part Three Legacies Part Four Problems and Problematics Influence of Organizational Culture on the Relationship Between Psychological Contracts and Organizational Citizenship Behavior JENNIFER M. CARBAJAL, 2025-05-22 What drives employees to perform organizational citizenship behavior s OCB may be affected in part by the type of psychological contract employees form with their organization This research specifically investigates the relationship between relational and transactional psychological contracts and the propensity to perform a altruism and b compliance OCB Furthermore the influence of organizational culture dimensions a internal orientation and b external orientation on this relationship was explored The results show that transactional psychological contracts were negatively related to both dimensions of OCB while relational psychological contracts were positively related to both dimensions of OCB For both OCB dimensions organizational culture moderated the relationship between PCs and OCB only when a transactional psychological contract was prevalent This work has been selected by scholars as being culturally important and is part of the knowledge base of civilization as we know it This work was reproduced from the original artifact and remains as true to the original work as possible Therefore you will see the original copyright references library stamps as most of these works have been housed in our most important libraries around the world and other notations in the work This work is in the public domain in the United States of America and possibly other nations Within the United States you may freely copy and distribute this work as no entity individual or corporate has a copyright on the body of the work As a reproduction of a historical artifact this work may contain missing or blurred pages poor pictures errant marks etc Scholars believe and we concur that this work is important enough to be preserved reproduced and made generally available to the public We appreciate your support of the preservation process and thank you for being an important part of keeping this knowledge alive and relevant

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Table of Contents Organizations And The Psychological Contract

1. Understanding the eBook Organizations And The Psychological Contract
 - The Rise of Digital Reading Organizations And The Psychological Contract
 - Advantages of eBooks Over Traditional Books
2. Identifying Organizations And The Psychological Contract
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Organizations And The Psychological Contract
 - User-Friendly Interface
4. Exploring eBook Recommendations from Organizations And The Psychological Contract
 - Personalized Recommendations
 - Organizations And The Psychological Contract User Reviews and Ratings
 - Organizations And The Psychological Contract and Bestseller Lists

5. Accessing Organizations And The Psychological Contract Free and Paid eBooks
 - Organizations And The Psychological Contract Public Domain eBooks
 - Organizations And The Psychological Contract eBook Subscription Services
 - Organizations And The Psychological Contract Budget-Friendly Options
6. Navigating Organizations And The Psychological Contract eBook Formats
 - ePub, PDF, MOBI, and More
 - Organizations And The Psychological Contract Compatibility with Devices
 - Organizations And The Psychological Contract Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Organizations And The Psychological Contract
 - Highlighting and Note-Taking Organizations And The Psychological Contract
 - Interactive Elements Organizations And The Psychological Contract
8. Staying Engaged with Organizations And The Psychological Contract
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Organizations And The Psychological Contract
9. Balancing eBooks and Physical Books Organizations And The Psychological Contract
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Organizations And The Psychological Contract
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Organizations And The Psychological Contract
 - Setting Reading Goals Organizations And The Psychological Contract
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Organizations And The Psychological Contract
 - Fact-Checking eBook Content of Organizations And The Psychological Contract
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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